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## 1.0 Introduction

*The emotional wellbeing of young children is directly tied to the emotional functioning of their caregivers.<sup>1</sup>*

The significant benefits of early childcare and education are widely recognised as important to children's overall development and future as valued members of society. The result of effective early years provision can be seen through the many confident, secure children who succeed at school and benefit those around them. But, as these effects are difficult to measure and directly attribute to their early education, the value of the early years workforce remains undervalued by society.

*Despite...[a] strong commitment to, and passion for, the practical, childfocused aspect of their jobs, it is clear that external pressures - ... constant legislative changes, sustained financial pressures...and what are widely deemed to be excessive levels of paperwork - are having a significantly negative impact on the mental health and wellbeing of a substantial proportion of the early years workforce.<sup>2</sup>*

The daily challenges for practitioners to support, engage and enrich children's learning are highly satisfying and rewarding. However, according to *Minds Matter: The Impact of Working in the Early Years Sector on Practitioners' Mental Health and Wellbeing* (Early Years Alliance 2018), practitioners feel under pressure to provide high quality childcare and education, due to insufficient funding, unmanageable levels of administration and frequently changing legislation. It also reports that practitioners are concerned that paperwork is negatively impacting on the amount of time they are able to spend with the children.

## 5.2 Appendix: Employee wellbeing survey

[Name of setting] is committed to listening to the opinions of all employees in the workplace. To achieve this, [Name of setting] has devised this survey, so that we can consider the workload, health and wellbeing of our employees and identify any key areas where we can make improvements to our policies and practices.

The survey takes around 10-15 minutes depending on if you wish to leave more detailed comments in addition to the multiple choice questions. Your responses will be anonymous.

The deadline for completing the survey is [insert date].

If you have any questions about the survey, please contact [insert manager's name or other].

Thank you for your time and cooperation.

**In response to each of the following statements, please score how strongly you agree with them on a 1 (Strongly disagree) to 5 (Strongly agree) scale.**

<b>My role</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
I have some control over when and how I conduct my day-to-day duties.					
My job is well-designed and appropriate for the location I am working within.					
My job allows me to make independent decisions.					
My responsibilities are clear and known to me.					
I can work flexibly within the requirements of my role.					
<b>Workload and resources</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Most of the paperwork I complete at work is essential.					
My paperwork requirements are not overly burdensome or excessive.					
I have a manageable workload.					
I am given enough time to complete my tasks.					
I have the necessary materials and equipment to do my job well.					